



**HUMAN RELATIONS COMMISSION  
SUMMARIZED MINUTES**

**5 p.m., Monday, April 14, 2014  
Human Resources Pinnacle Training Room  
7575 E. Main St., Scottsdale, AZ 85251**

**PRESENT:** Bob Fox, Chair  
James Campbell, Vice-Chair  
Joel Martin, Commissioner  
Edward Lopez, Commissioner (telephonic)  
Ragan Grossman, Commissioner

**ABSENT:** Andrew Song, Commissioner  
Laurie Coe, Commissioner

**STAFF:** Brent Stockwell

**CALL TO ORDER**

Chair Fox called the meeting to order at 5:03 p.m.

**ROLL CALL**

Members present as noted above.

- 1. Welcome and introduction of new Human Relations Commissioner, Ragan Grossman.**

Chair Fox introduced newly appointed Commissioner Ragan Grossman. Commissioner Grossman introduced herself and discussed her background and Commission Members took the opportunity to introduce themselves.

- 2. Approval of minutes from the March 17, 2014 meeting**

**COMMISSIONER MARTIN MOVED TO APPROVE THE MARCH 17, 2014 HUMAN RELATIONS COMMISSION MEETING MINUTES. VICE-CHAIR CAMPBELL SECONDED THE MOTION, WHICH CARRIED FIVE (5) TO ZERO (0).**

- 3. Public Comment**

No members of the public wished to speak.

**3. Discussion and possible recommendations to the City Council regarding the Scottsdale Police Department's use of non-lethal force**

Chair Fox reported that following the submission of the Commission's recommendation about the Police Department's use of non-lethal force to the City Council, he received communication from the City Attorney's office, the Mayor and the Police Chief expressing concern about the accuracy of the data. This is why he withdrew the letter.

Commissioners asked for the correct information. Mr. Stockwell committed to following up with the Police Department to obtain the corrected data as well as legal advice from the City Attorney's office. Once available this information will be provided to the Commission. It was agreed that this item would be added to the next meeting.

**5. Discussion regarding the 6p.m., Thursday, April 24 Civil Dialogue on "Understanding the Lesbian, Gay, Bisexual, Transgender (LGBT) Experience" to be held at the Civic Center Library**

Chair Fox discussed the progress of organizing the April 24 Civil Dialogue event. He said that five panelists will talk about the challenges and opportunities of being LGBT. Panelists will be supplied with the first round of questions so they can anticipate their answers. He noted that in response to safety concerns, there will be plain clothes officers at the event.

Mr. Stockwell noted that marketing is being done through all City communications including social media and registration information has been clarified in marketing materials. RSVPs are suggested but not required. Mr. Stockwell said that Council Members appreciate personal invitations to events and take into consideration interest of the community as well as other scheduled events when considering attending an event.

**6. Discussion and consideration of possible recommendations to the City Council regarding non-discrimination ordinances, including discussion of the March 21, 2014 letter from the Scottsdale Convention and Visitors' Bureau.**

Chair Fox discussed the letter sent from the CVB, which implies that Scottsdale not having an equal rights ordinance puts the City at a disadvantage in regards to tourism.

Discussion ensued regarding whether to make a recommendation to City Council regarding the City adopting a non-discrimination ordinance and inviting a representative from the CVB to attend the May meeting. Vice-Chair Campbell noted that the purpose of the Human Relations Commission is to eliminate prejudice and discrimination. He felt that discussion of a possible recommendation should be postponed until a meeting where all Commissioners are present and until after the LGBT Civil Dialogue event so that community input can be considered. Chair Fox noted that when an ordinance is considered that the Commission should obtain information on enforcement costs in communities that have adopted non-discrimination ordinances.

Mr. Stockwell said that the Human Relations Commission made several recommendations to City Council in 2007 regarding adoption of non-discrimination ordinances. The City Council passed an ordinance prohibiting discrimination based on sexual orientation and gender identity in City employment, but did not support the

additional recommendations. He noted that discrimination against sexual orientation and gender identity is not currently part of the statute that the Civil Rights Division of the Arizona Attorney General's Office is able to pursue. The commission could recommend to the City Council that they advocate to expand civil rights to include sexual orientation and gender identity as part of the city's legislative program. The Commission members could also talk to individual City Council Members and inquire whether they would be willing to ask for an agenda item to direct the Commission to prepare a nondiscrimination ordinance.

It was the consensus of the Commission to table the discussion until the May meeting.

**7. Staff update regarding the citizen liaison (diversity) recruitment**

Mr. Stockwell reviewed the Citizen Liaison recruitment process. From an initial 187 applicants, nine have been chosen for panel and city manager interviews on April 16 and 17. The panel has been asked to identify their top three candidates and the city manager will select from this group.

**8. Staff updates regarding upcoming diversity events and activities**

Mr. Stockwell reviewed the calendar of upcoming items provided in the packet. The Civil Dialogue is on April 24, the Maricopa County NAACP Freedom Fund Dinner on April 25, the Whitney M. Young, Jr. Awards Dinner on May 8, the next Human Relations Commission meeting on May 12, the Board and Commission Appreciation Event on May 19, and a Human Relations Commission meeting on June 9. Scottsdale is scheduled to host the next Regional Human Relations Commission meeting some time during the summer. The May agenda will include a discussion regarding next season's Civil Dialogue Series.

**9. Report from the Chair**

Chair Fox reported that he was contacted by an ASU student asking more about the LGBT event. He directed her to the website for more event information. An African American person contacted him asking for advice on how to handle being the victim of discrimination while attending a local event.

**10. Commissioner Items**

Vice-Chair Campbell inquired how the Commission will move forward with reviewing the groups they are in partnership with. Mr. Stockwell said that the community diversity partners will be invited in groups of two or three to make presentations at HRC meetings throughout the upcoming year.

**11. Discussion regarding the draft agenda for the next meeting, and dates, times and topics for upcoming meetings**

Mr. Stockwell reviewed the tentative schedule for the next meeting.

**ADJOURNMENT**

The meeting adjourned at 6:39 p.m.